EXHIBIT 8

UNITED STATES DISTRICT COURT FOR THE NORTHERN DISTRICT OF ILLINOIS EASTERN DIVISION

| MARTY SCHWENINGER, Plaintiff, |) |
|---|-------------------------------------|
| v. ADVANCED VISION TECHNOLOGY, INC. A/K/A AVT, INC. Defendant. |) Case No.: 1:15-cv-07009)) |

AFFIDAVIT OF CHRIS COURCY IN SUPPORT OF DEFENDANT'S MOTION FOR SUMMARY JUDGMENT

Chris Courcy, having been duly sworn on oath, deposes and states as follows:

- 1. I have personal knowledge of the matters contained herein, and if called to testify as a witness in this matter, I would testify fully and competently to the matters contained herein.
- 2. Defendant Advanced Vision Technology, Inc. a/k/a AVT, Inc. ("AVT') is engaged in the business of developing, manufacturing, installing, and servicing automatic inspection systems in the print industry.
- 3. I am AVT's Human Resources Manager, and I have served in this role since March 18, 2010.
- 4. As Human Resources Manager, I am responsible for administering payroll, maintaining payroll records, and maintaining personnel records, among other duties.
- 5. AVT's Field Service Engineers ("FSEs") were responsible for recording all of their work hours so that there was an accurate record of their work hours. FSEs would record their work hours and other details of their assignments into electronic Field Service Reports. The time entered by FSEs, including Martin Schweninger, in Field Service Reports would then automatically be transferred through AVT's computer system into timesheets which AVT refers to as Weekly Working Reports. I used time recorded on Weekly Working reports to administer payroll.
- 6. Schweninger was paid extra overtime for all hours worked in any week beyond the fifty hours covered by his Belo Contract.
- 7. A true and correct copy of all of the Weekly Working Reports of Schweninger for the weeks between August 12, 2012 and September 7, 2014 is attached hereto as <u>Exhibit A</u>. <u>Exhibits B</u>, <u>C</u>, and <u>D</u> hereto are excerpts from <u>Exhibit A</u> showing just the weeks identified in Paragraphs 9, 10, and 11 below. The Weekly Working Reports are an accurate record of the work hours reported by Schweninger, although there are a few instances in which the hours reported do not match the hours listed on "Engineer Weekly Reports."

- 8. I am aware of only one week between the weeks of August 12, 2012 and September 7, 2014 in which a Weekly Working Report showed fewer than 40 hours worked while the corresponding Engineer Weekly Report showed more than 40 hours worked. This occurred with respect to the week of December 16, 2012, as to which the Weekly Working Report showed 8 hours worked and the Engineer Weekly Report showed 53.5 hours worked.
- 9. Assuming that Schweninger worked 53.5 hours during the week of December 16, 2012, the Weekly Working Reports reflect that Schweninger worked below 40 hours in at least 25 out of 99 weeks between the weeks of August 12, 2012 and September 7, 2014. The total hours recorded each week, including hours worked and all other hours recorded (i.e., holiday, vacation hours, sick time) fell below 40 in the following weeks:

| 2012 – Hours | 2013 – Hours | 2014 - Hours |
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| August 26 – 2.3 hrs. | March 17 – 25.2 hrs. | February 23 – 23 hrs. |
| September $9 - 18$ hrs. | April 21 – 26.5 hrs. | May 11 – 27,2 hrs. |
| November $11 - 38$ hrs. | May 26 – 31 hrs. | June $1-9.2$ hrs. |
| November $18 - 35$ hrs. | June 2 – 36.5 hrs. | June 29 – 8.5 hrs. |
| December $30 - 33$ hrs. | June 23 – 32.5 hrs. | July 6 – 28.5 hrs. |
| | June 30 – 33 hrs. | July 20 – 39.8 hrs. |
| | July 28 – 38 hrs. | September $7 - 13.5$ hrs. |
| | August 4 – 24.4 hrs. | |
| | September $1-25$ hrs. | |
| | October $6 - 34.5$ hrs. | |
| | November 24 – 19.9 hrs. | |
| | December $1 - 37.5$ hrs. | |
| | December 8 – 36.3 hrs. | |

- 10. The Weekly Working Reports also show that during the three month period from the beginning of May to the end of July 2014, Schweninger worked the following hours each week: 47, 27.2, 53.5, 47.5, 9.2, 52, 44, 50.5, 8.5, 28.5, 41, 39.5, and 40 (vacation time).
- 11. The Weekly Working Reports also show that Schweninger worked (or took vacation/sick time) 40 hours per week in 9 weeks. Accordingly, Schweninger was at or below 40 hours for 34 out of 99 weeks.

Signed under the penalties of perjury this 15 day of June, 2016.

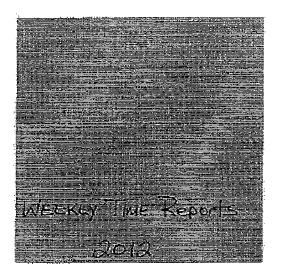
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SUBSCRIBED and SWORN to Before Me This <u>15</u> Day of JUNE 2016 By CHRIS COURCY

OTARY PUBLIC

JUANITA A WECHECKI Notary ID # 12000601 My Commission Empires May 12, 2017

EXHIBIT A

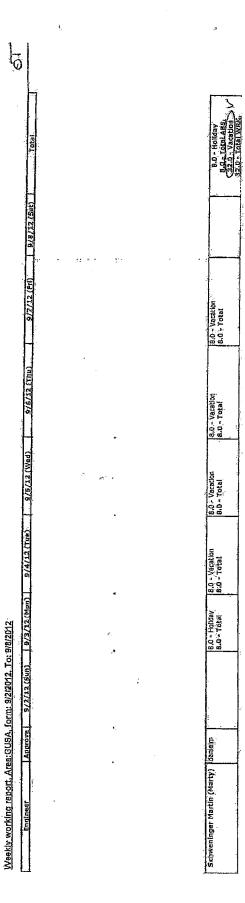




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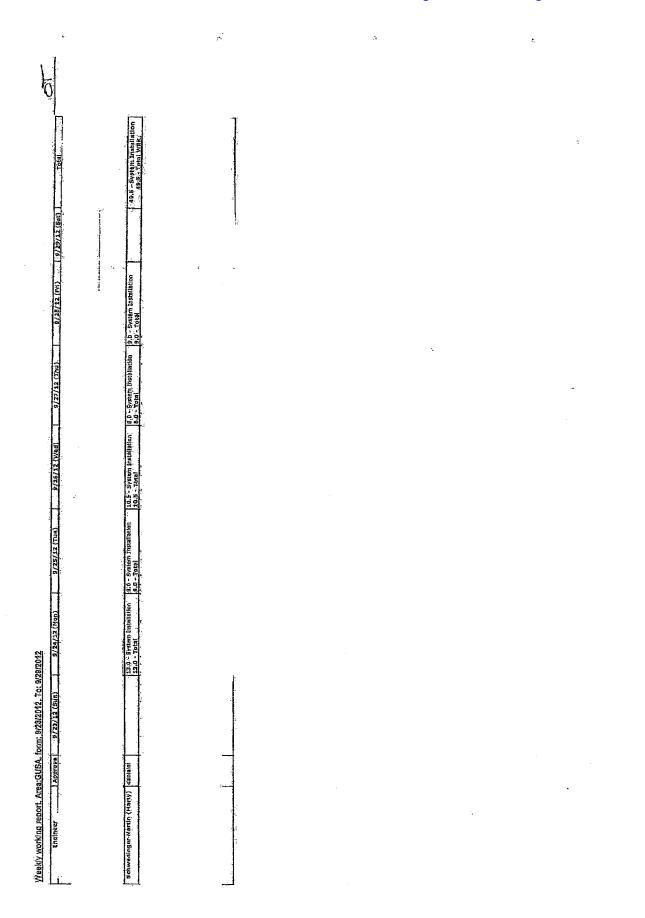
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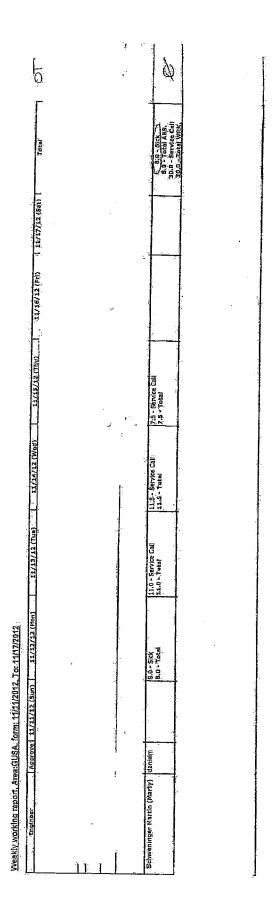
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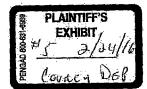
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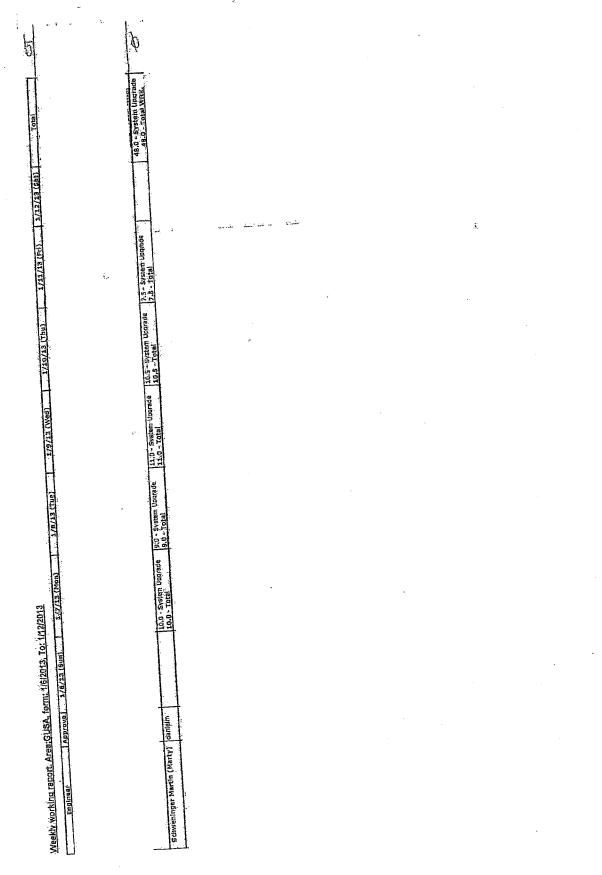
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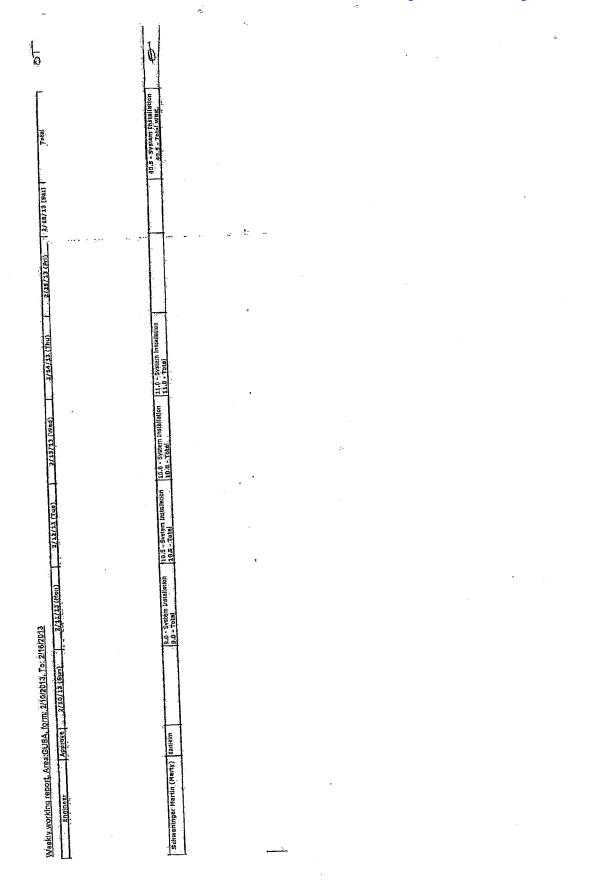


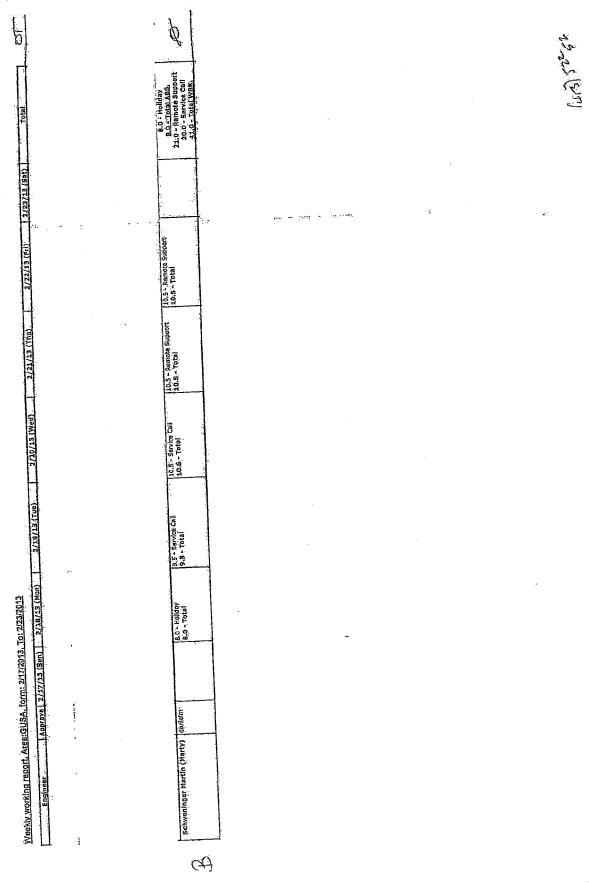
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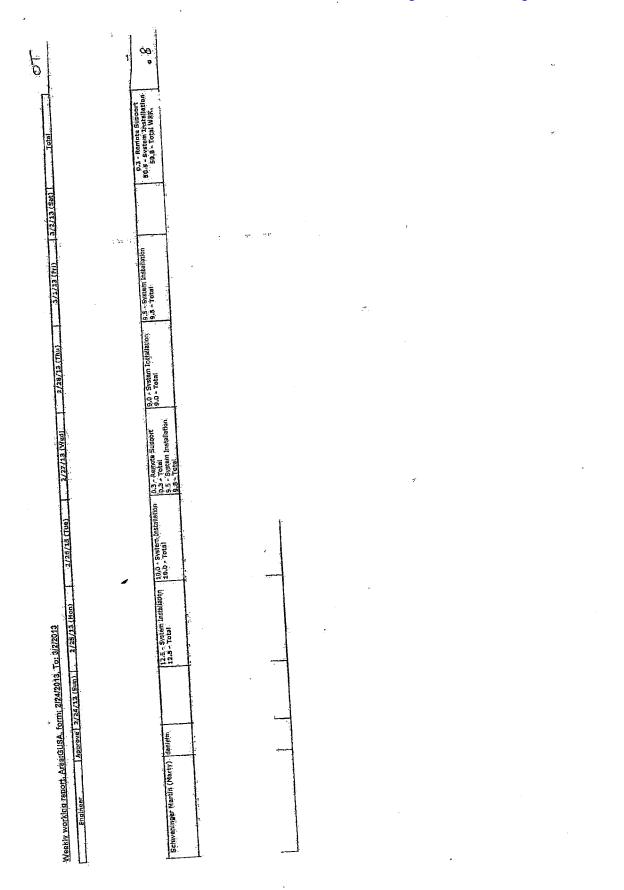
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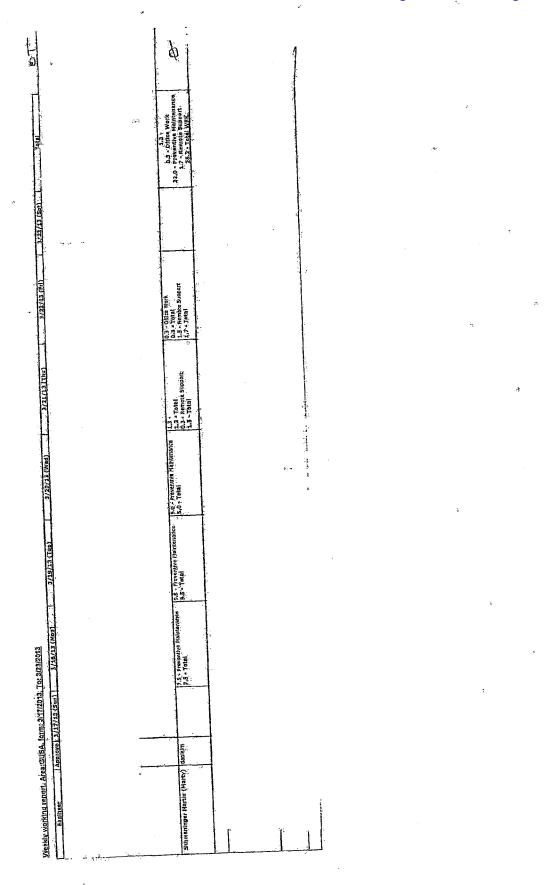


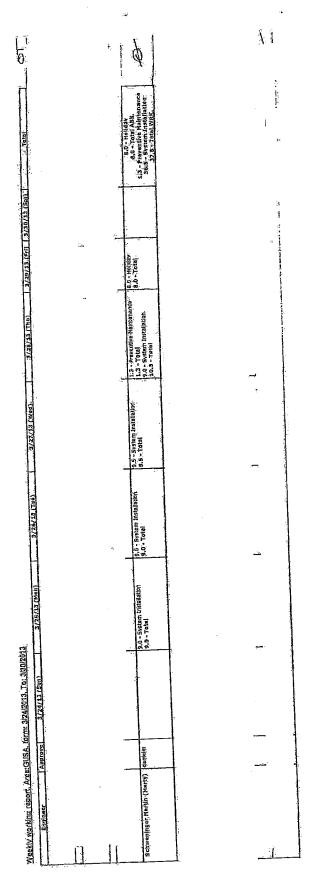




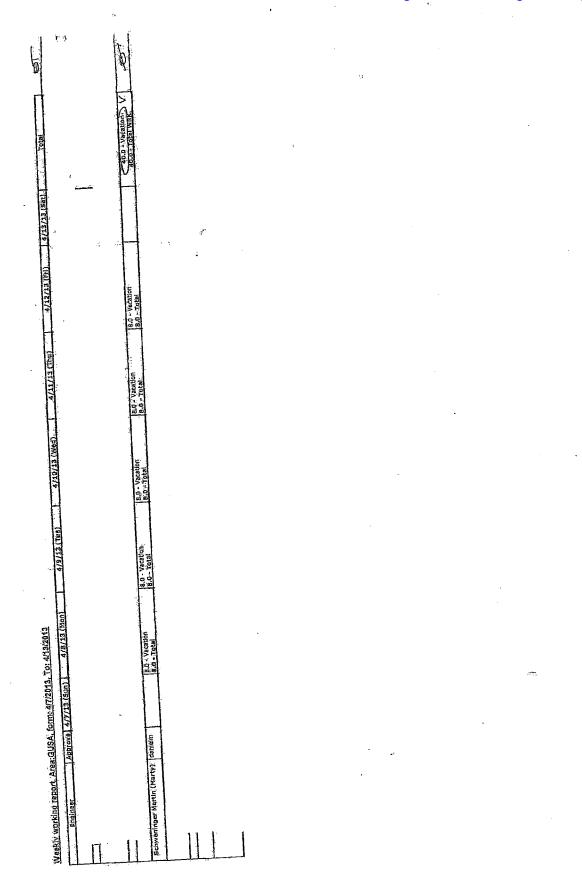
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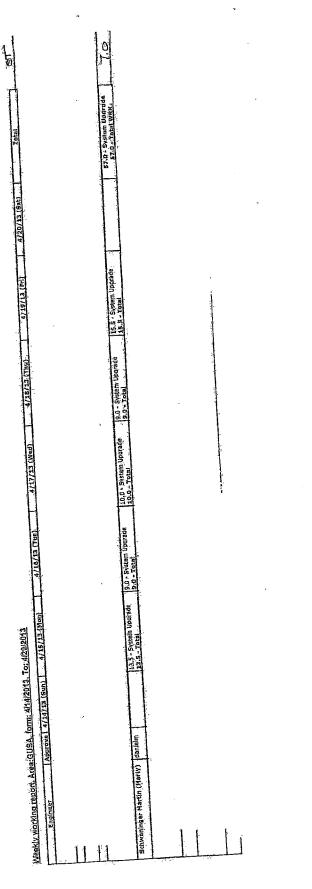
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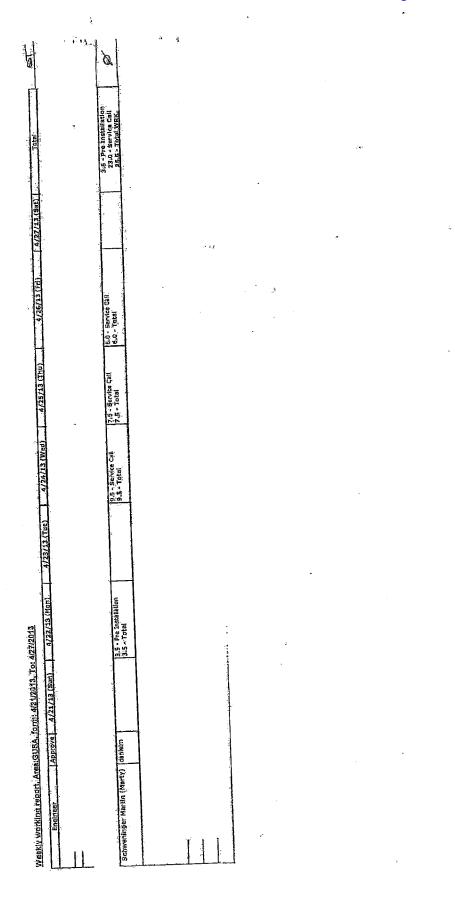




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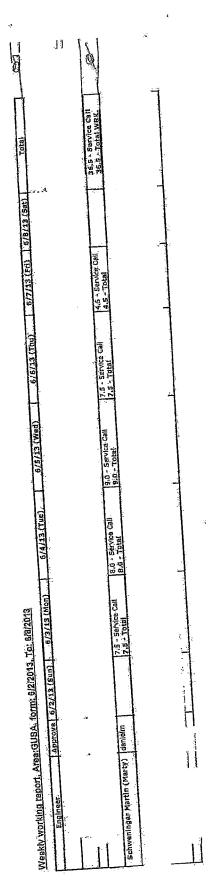
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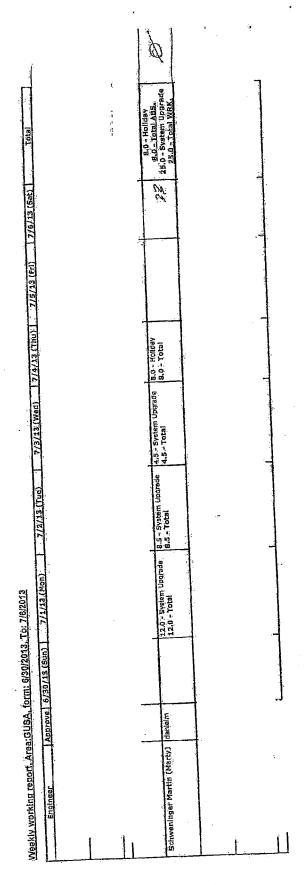
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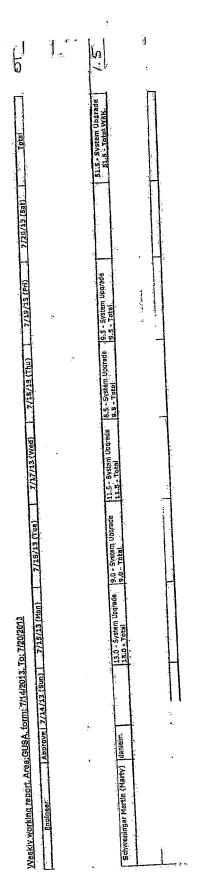
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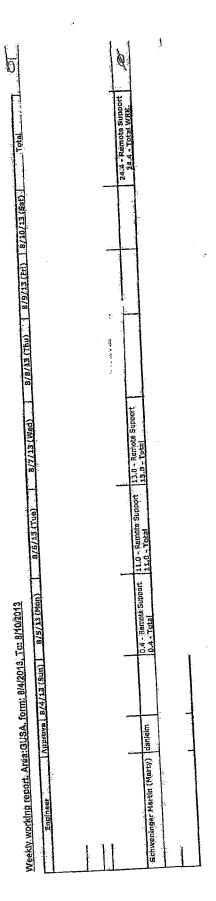


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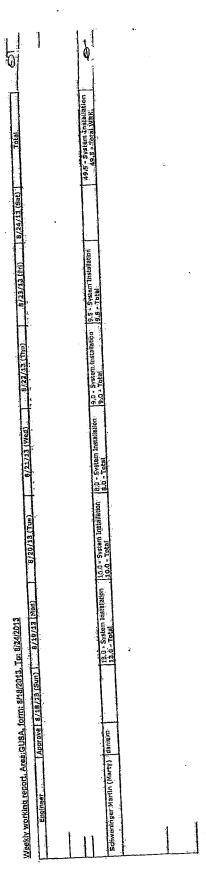


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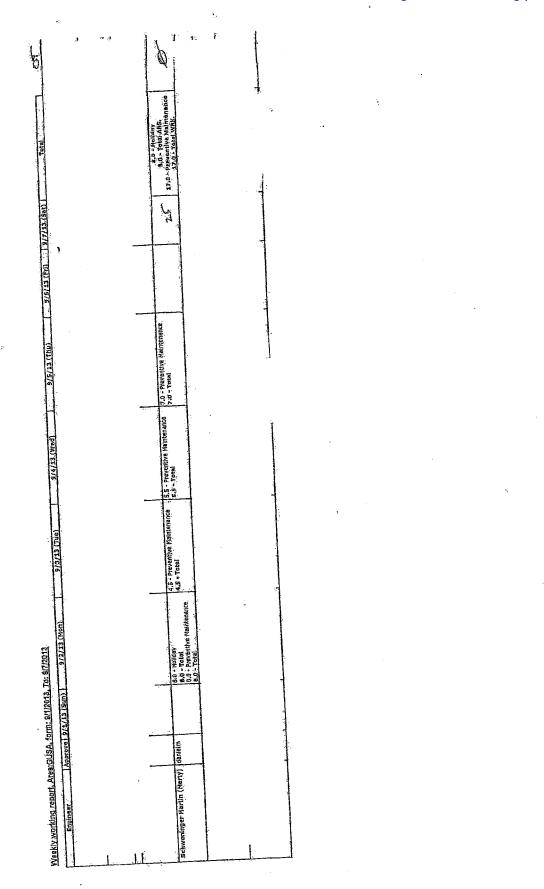
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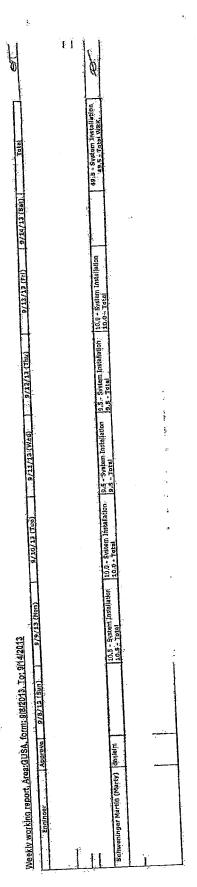


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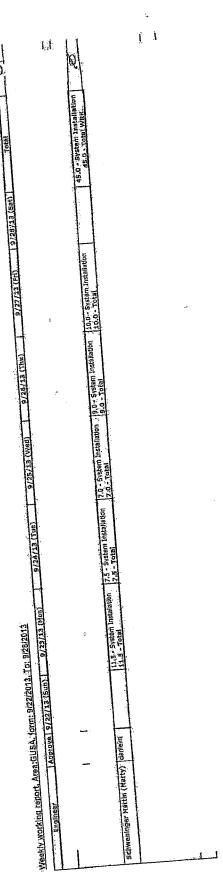


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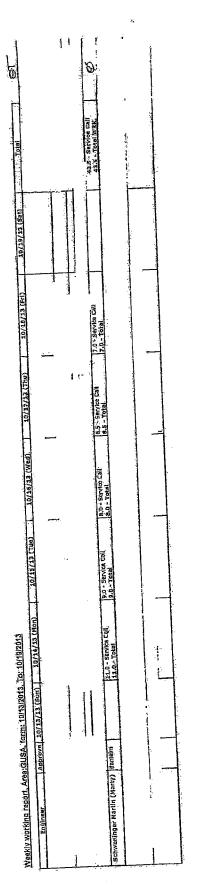


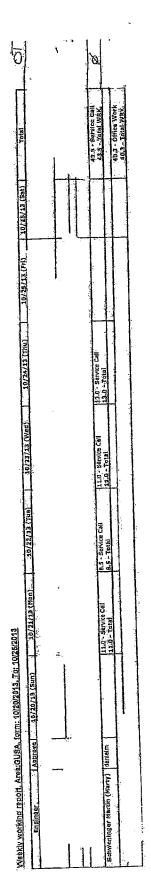
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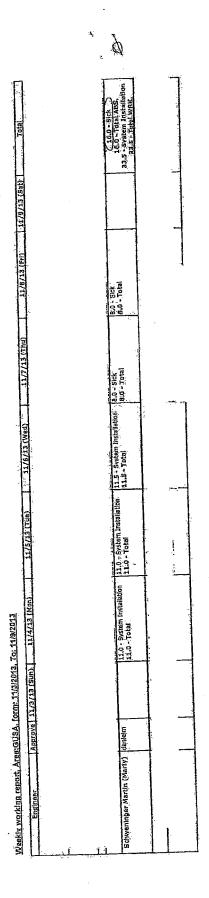
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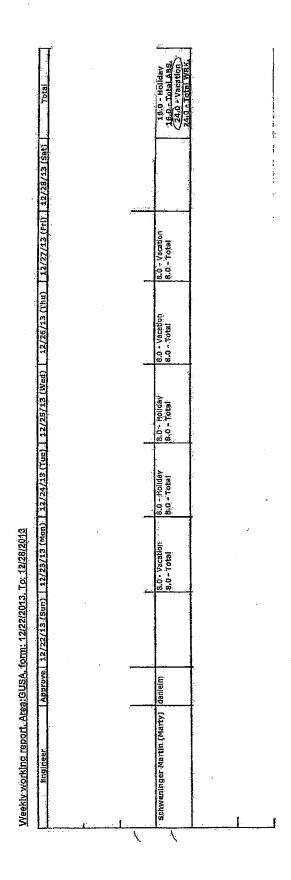
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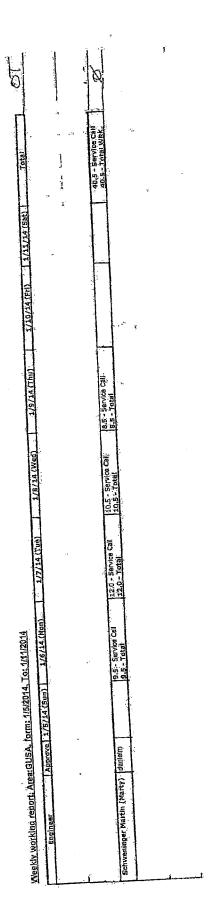
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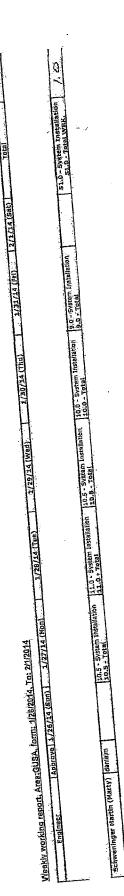
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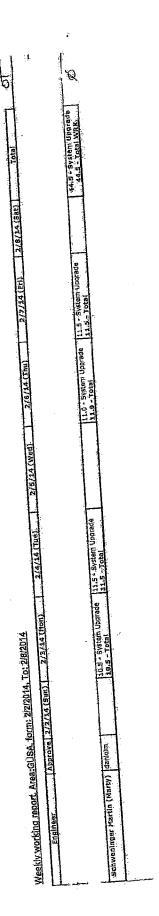




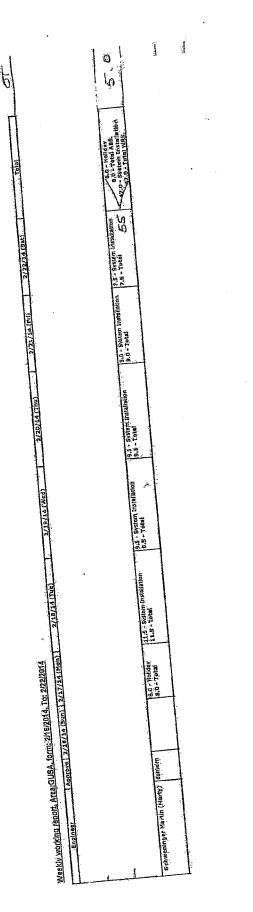
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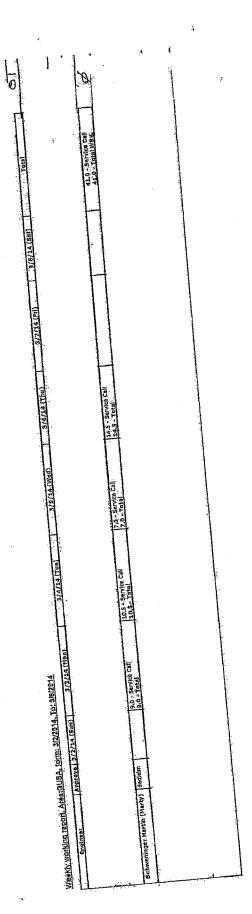


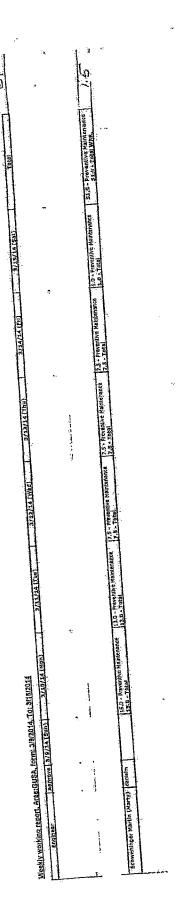


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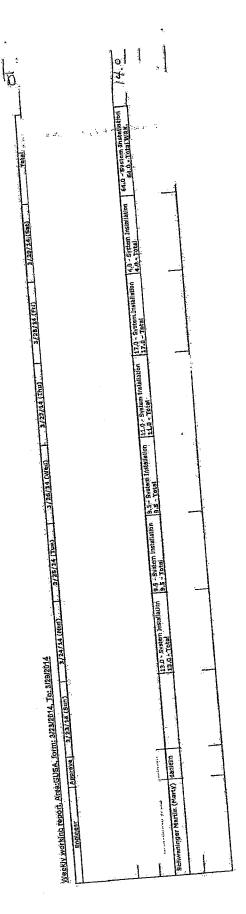


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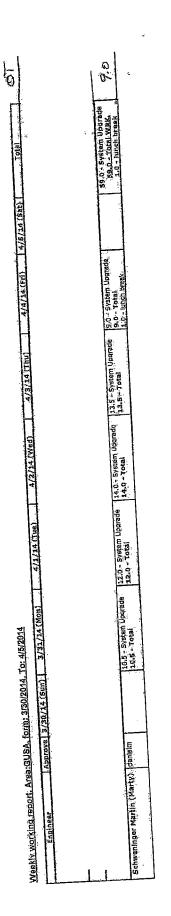




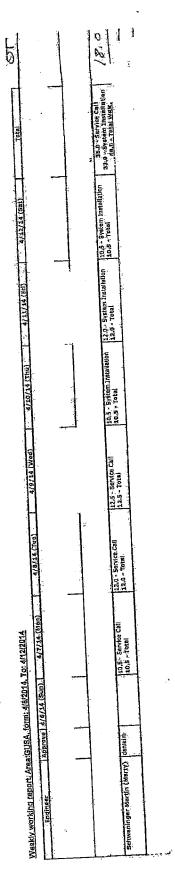
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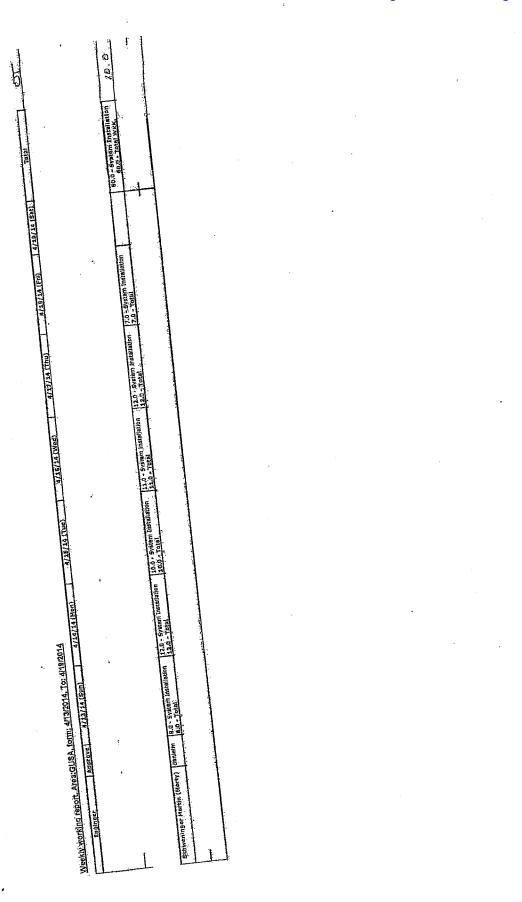


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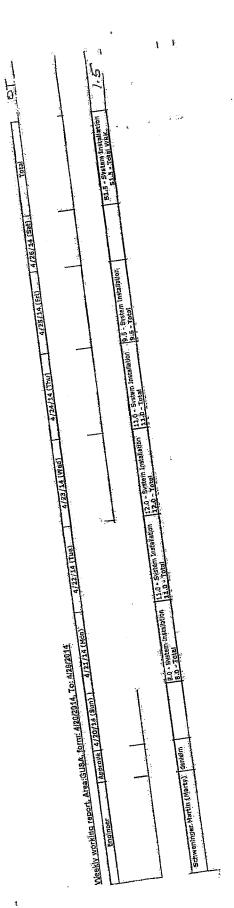


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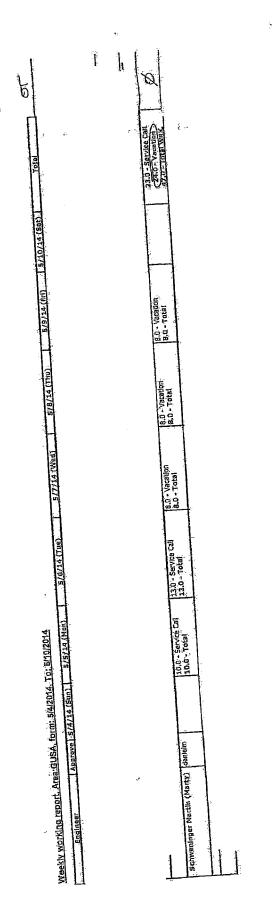




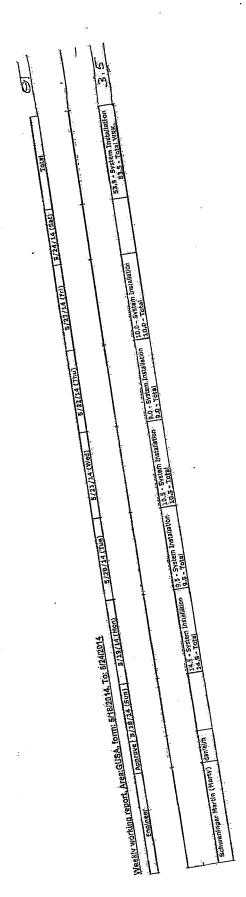
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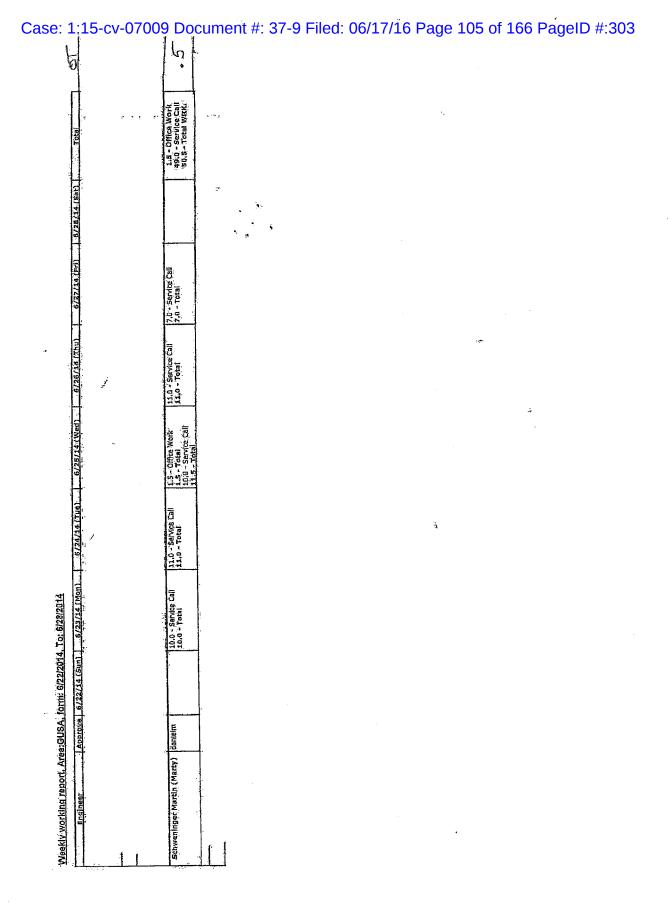


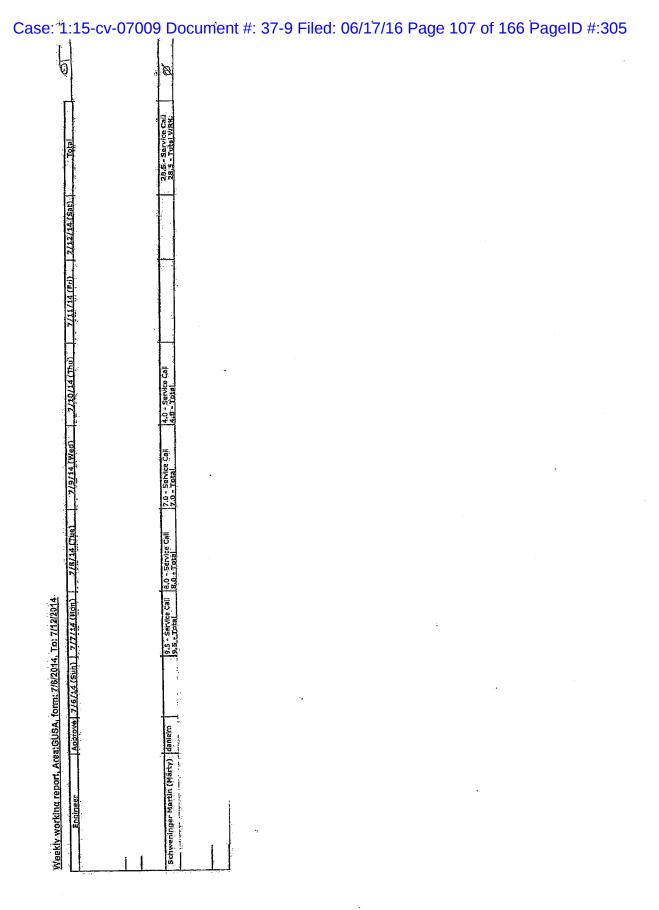
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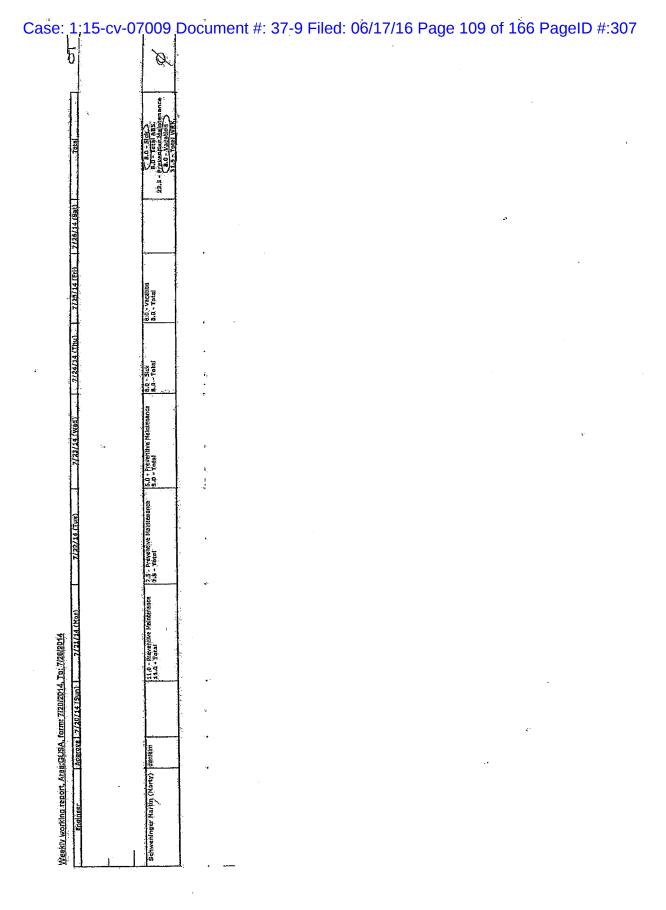


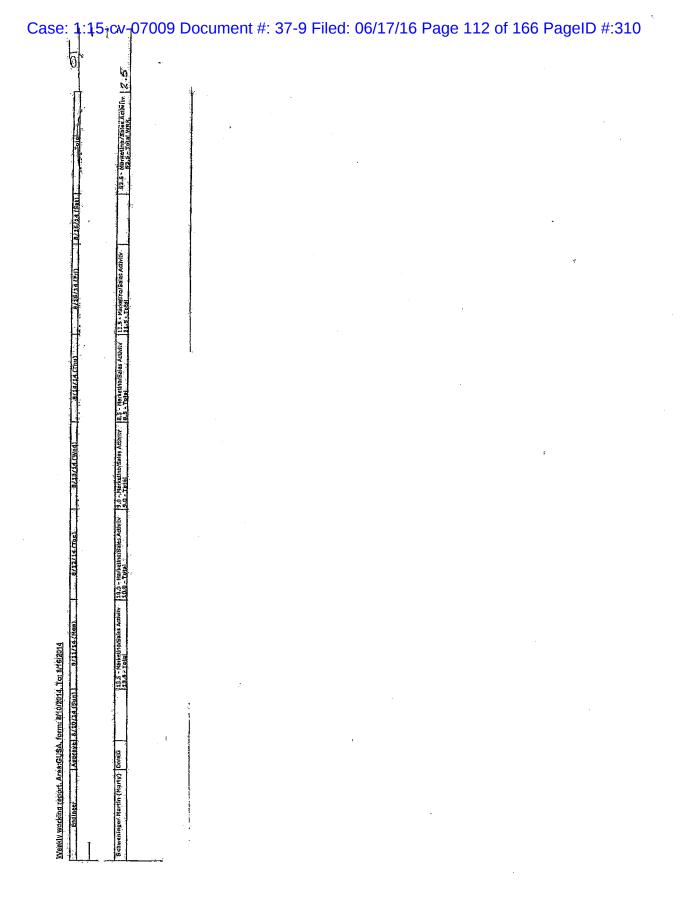
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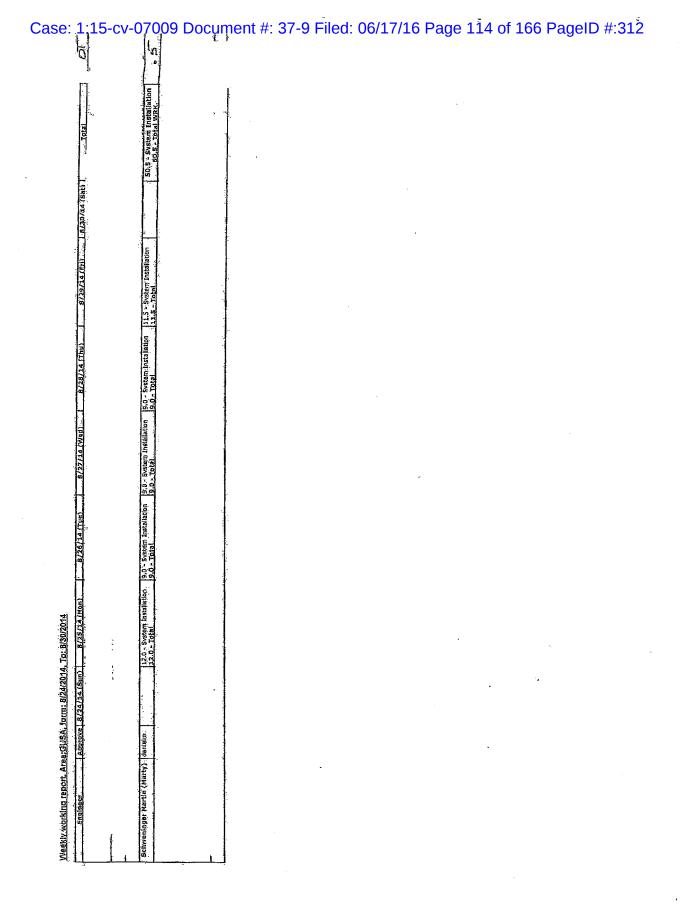


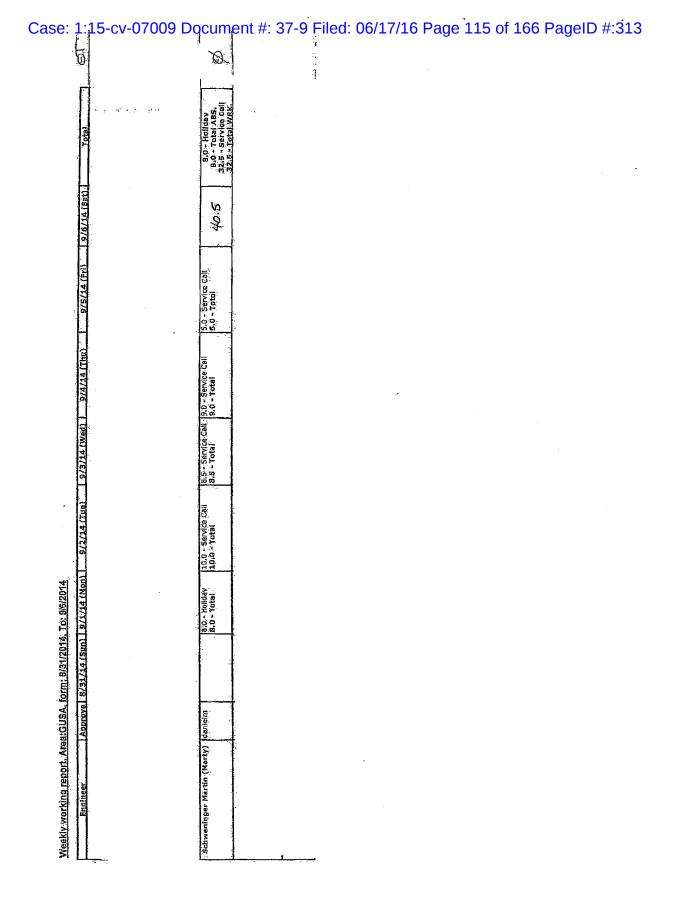












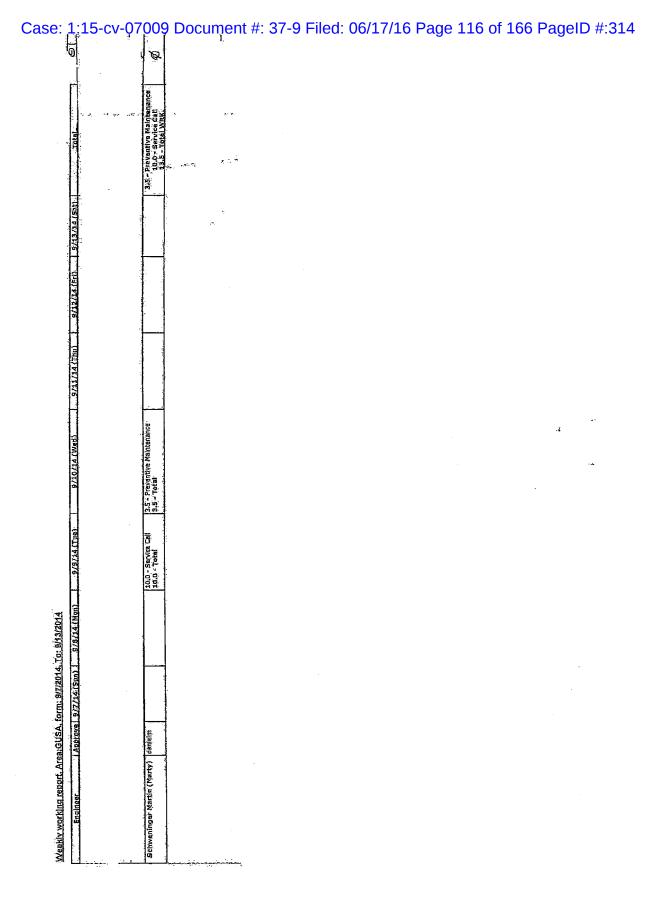


EXHIBIT B

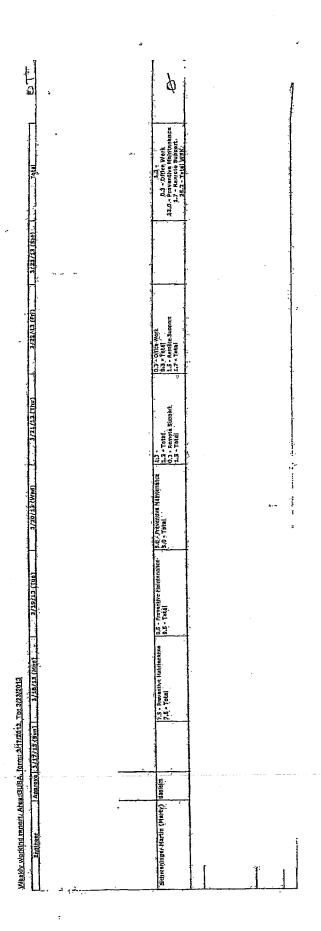
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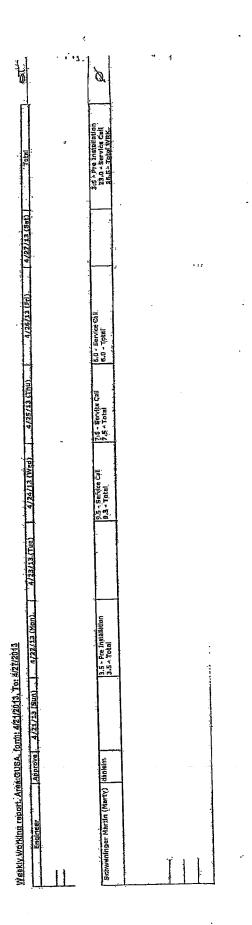
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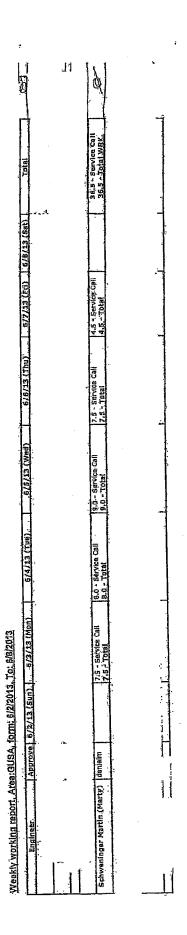
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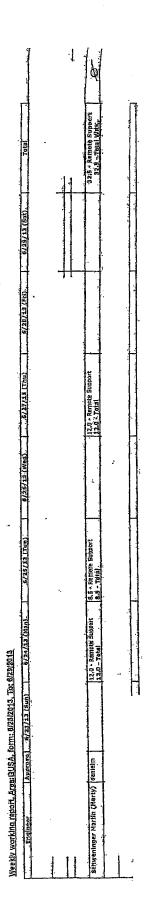
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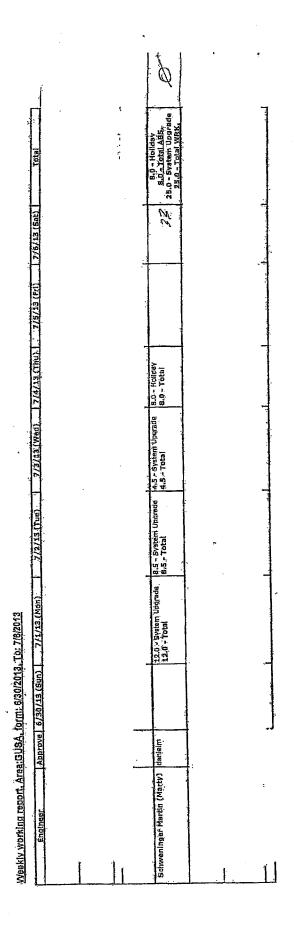




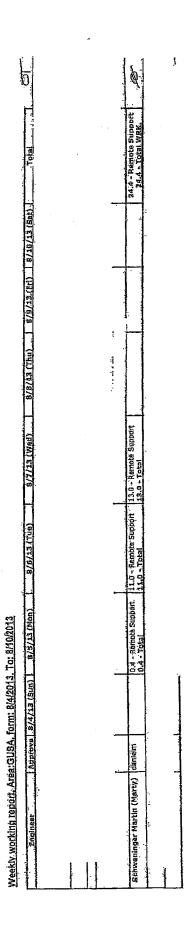
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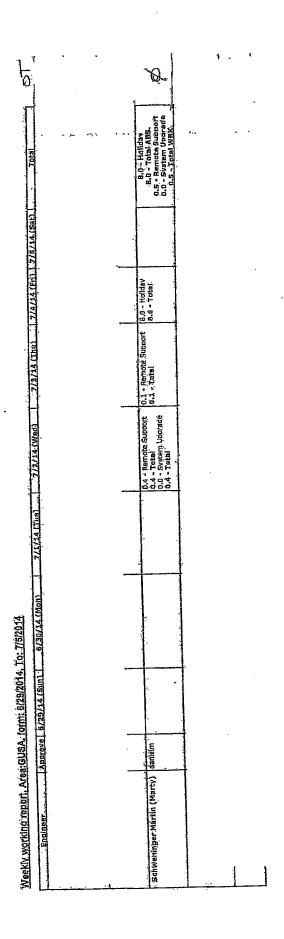
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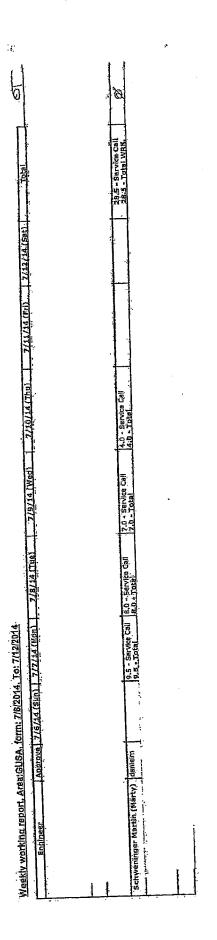
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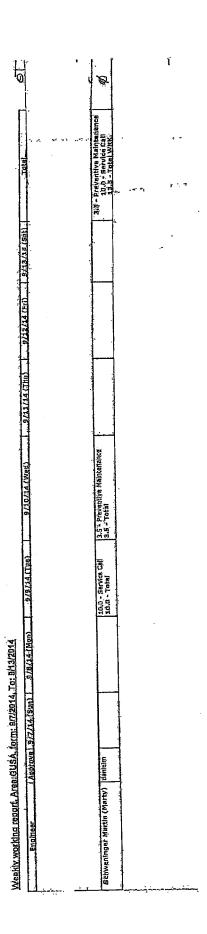
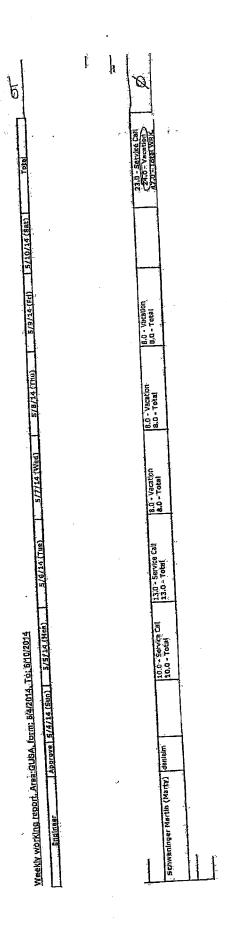


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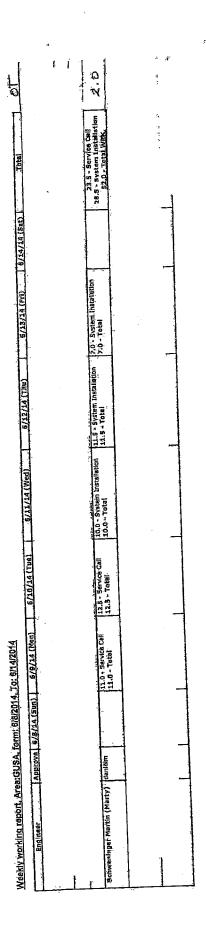


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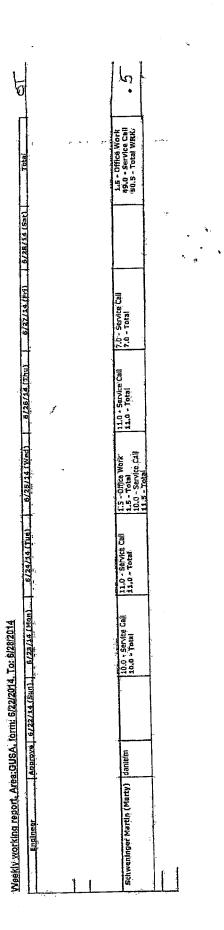
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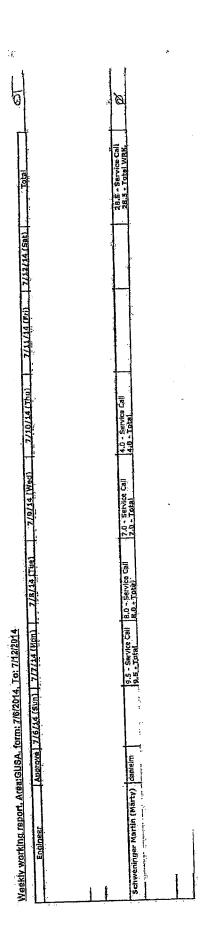
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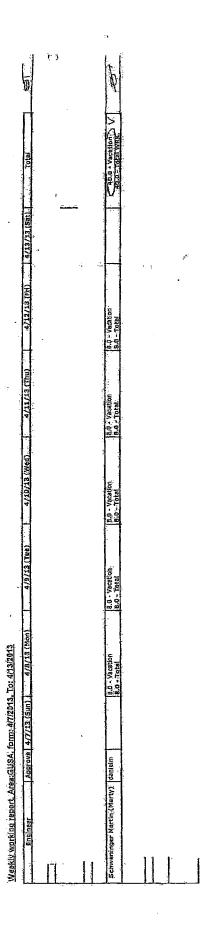
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| Weekly working report, Area:GUSA, form; 7/27/2014, To: 8/2/2014 Engineer Approve 7/27/14 (Sun) 7/38/14 (Word) 7/29/14 (Tue) | Schweninger Martin (Marty) danielm 8.0 - Vacation 8.0 - Vacation 8.0 - Total |

EXHIBIT D

| Schemings This period (see 12) and (see 12) | Weekly Working report, Arabicals, 1911, 144,621,41, 191, 419, 42, 191, 191, 191, 191, 191, 191, 191, 19 | Approve 12/2/12 (Suf) 12/3/12 (Man) | 녈 | 12/4/12 (Tue) | 12/6/12 (Wed) 12/6/1 | 12/6/12 (Thu) 12/2/2 | 122/2/22 (FH) 12/8/122 (SBB) TOTO | |
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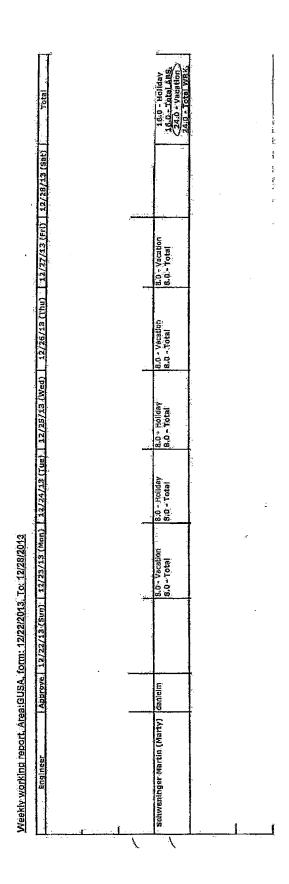
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| Weekly working report, Area; GUSA, form; 10/27/2013, To: 11/2/2013 | Engineer Approve | 11··· | Schweninger Martin (Marty) danielm | |

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